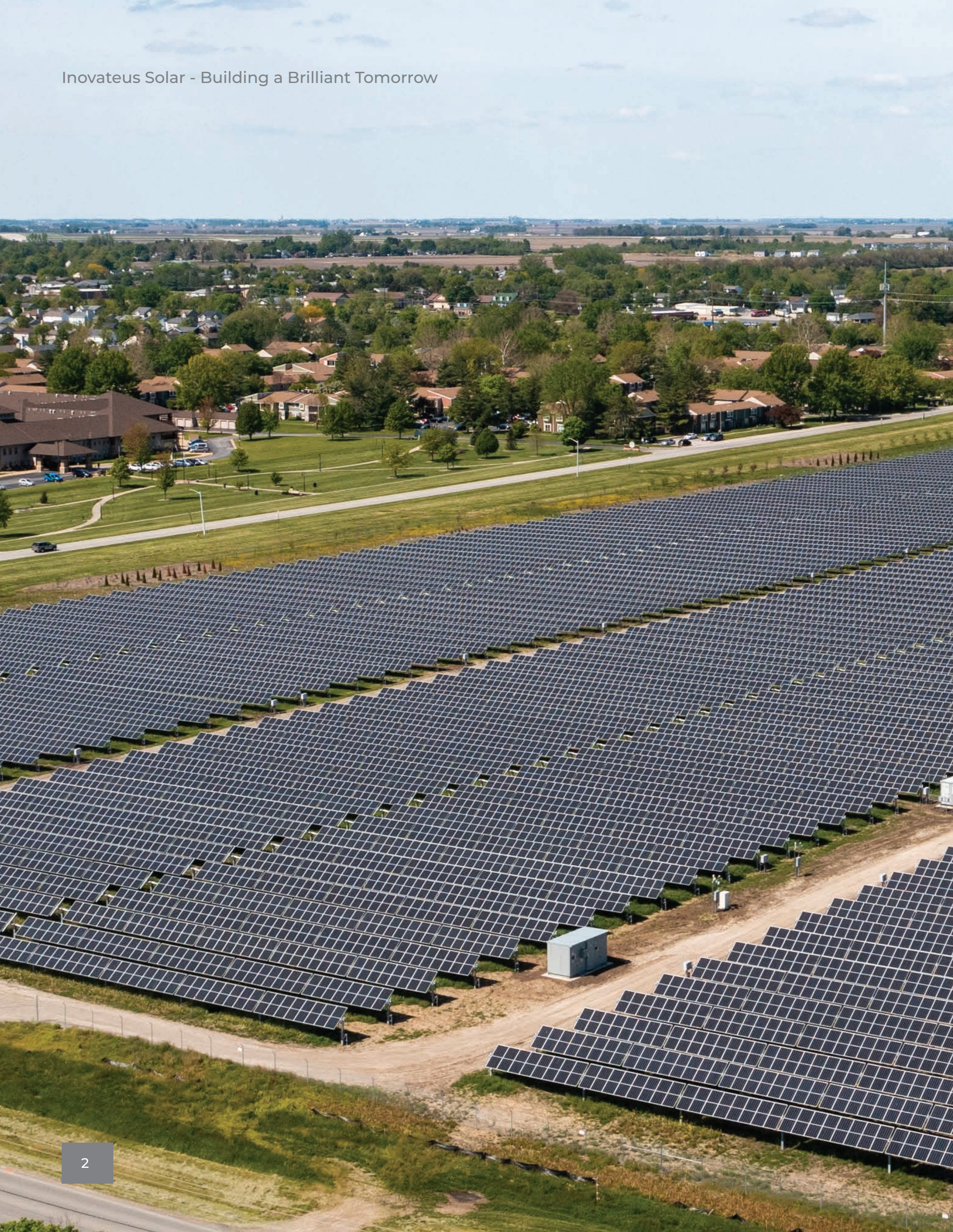


2021 Sustainability Report

Inovateus Solar Stewardship
& Sustainable Practices



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“We see tremendous synergy in leveraging our financing capacity with the highly experienced solar platform represented by Inovateus.”

A New Chapter With Galway Sustainable Capital

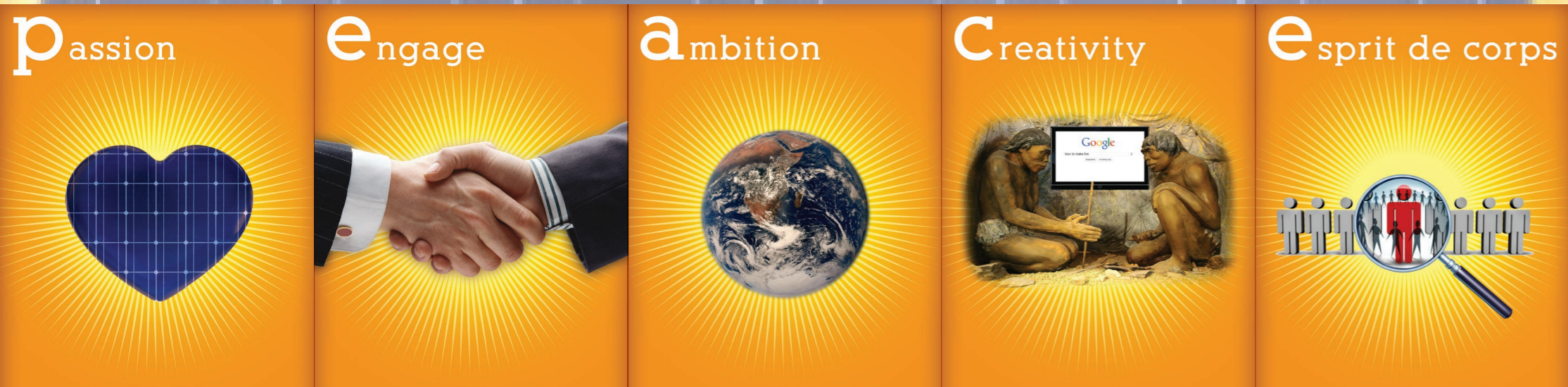
At the end of 2021, Inovateus Solar reached a critical milestone: a material investment by Galway Sustainable Capital (Galway). Galway’s investment will enhance Inovateus’ sustainable development resources, construction capabilities and project financing capacity. This investment will fully integrate Inovateus’ service offering to include origination, development, EPC (Engineering, Procurement, Construction), financing and project ownership. Inovateus intends to further enhance its position in the Midwest, and will now more actively expand its clean energy services across other geographic markets in the U.S.

Galway is a specialty finance company that deploys capital to accelerate sustainable solutions and a better future for humanity. It invests in companies that save energy, reduce greenhouse gas emissions, increase resilience and expand opportunity. Through its wholly owned renewable energy subsidiary, Sterling Power Opportunities, Galway has established solar development and finance experience that further positions Inovateus for immediate growth. With Galway’s partnership, Inovateus plans to scale its EPC operations, offer customers more project financing options, and increase its ownership in the solar and energy storage assets that the company develops.



Executive Chairman of Inovateus Tim Sutherland stated, “While Galway’s vision of creating reliable, clean power-generating solar assets aligns with Inovateus’ mission, Galway also brings decades of expertise and a reputation in the industry that will further enhance Inovateus’ brand and make our company the most vertically integrated solar firm in the country.”

Rich Haddon, president of Sterling Power and operating director for Galway, stated, “Not only does Inovateus provide additional development opportunities for us to deploy capital, it also provides an EPC operation that has succeeded for 14 years. We see tremendous synergy in leveraging our financing capacity with the highly experienced solar platform represented by Inovateus.” Jennifer von Bismarck, CEO of Galway, added, “We are excited about Inovateus’ ability to scale solar deployment and also to offer renewable energy solutions to other companies across our portfolio.”



A Note from Our VP of Sustainability



Building a Brilliant Tomorrow is the mission and purpose that fueled the formation of Inovateus Solar in 2008, and it still propels our efforts now and for the future. To us, “a brilliant tomorrow” means a sustainable world where humans live in balance with nature, while also thriving and enjoying the wonders of our planet. But we must not compromise the ability of future generations to meet their needs and also thrive. The intersection of sustainability and business is complex and always evolving, but Inovateus Solar is committed to sustainability leadership and minimizing our impact on the Earth.

Inovateus Solar specializes in quality project development, design, construction, and financing of solar energy and storage projects across the Midwest as well as nationally. The solar and storage industries have innovated and improved efficiency rapidly; however, we believe there is great opportunity to improve sustainability in solar development. That is why Inovateus has put together a best practices framework that we have been following since 2019. By annually publishing our progress, we are also

encouraging our industry partners to implement their own sustainable frameworks.

The Inovateus core values are passion, engagement, ambition, creativity and esprit de corps (which spell PEACE).

The Inovateus core values are passion, engagement, ambition, creativity and esprit de corps (which spell PEACE). Stewardship and sustainability fit within each of these core values and are exemplified

through the work of the company and its employees. As the late Tom Kanczuzewski (co-founder) vowed, “We must promote the solution.” Stewardship and sustainability are the core of Inovateus’ foundation and provide our moral compass; they lead every decision made across the organization. We simply want to be a more sustainable-minded and eco-conscious organization, and to cultivate a network of more sustainable habits among ourselves, our community, our customers, our vendors and all partners.

Inovateus Solar has been in business for almost 14 years, and we plan to continue our momentum and to become one of the longest-lasting sustainable companies in the world. To accomplish this goal, we will continue to innovate, learn and increase our alignment with our natural world. We invite you to read our annual sustainability reports every spring to view our latest advancements and insights.

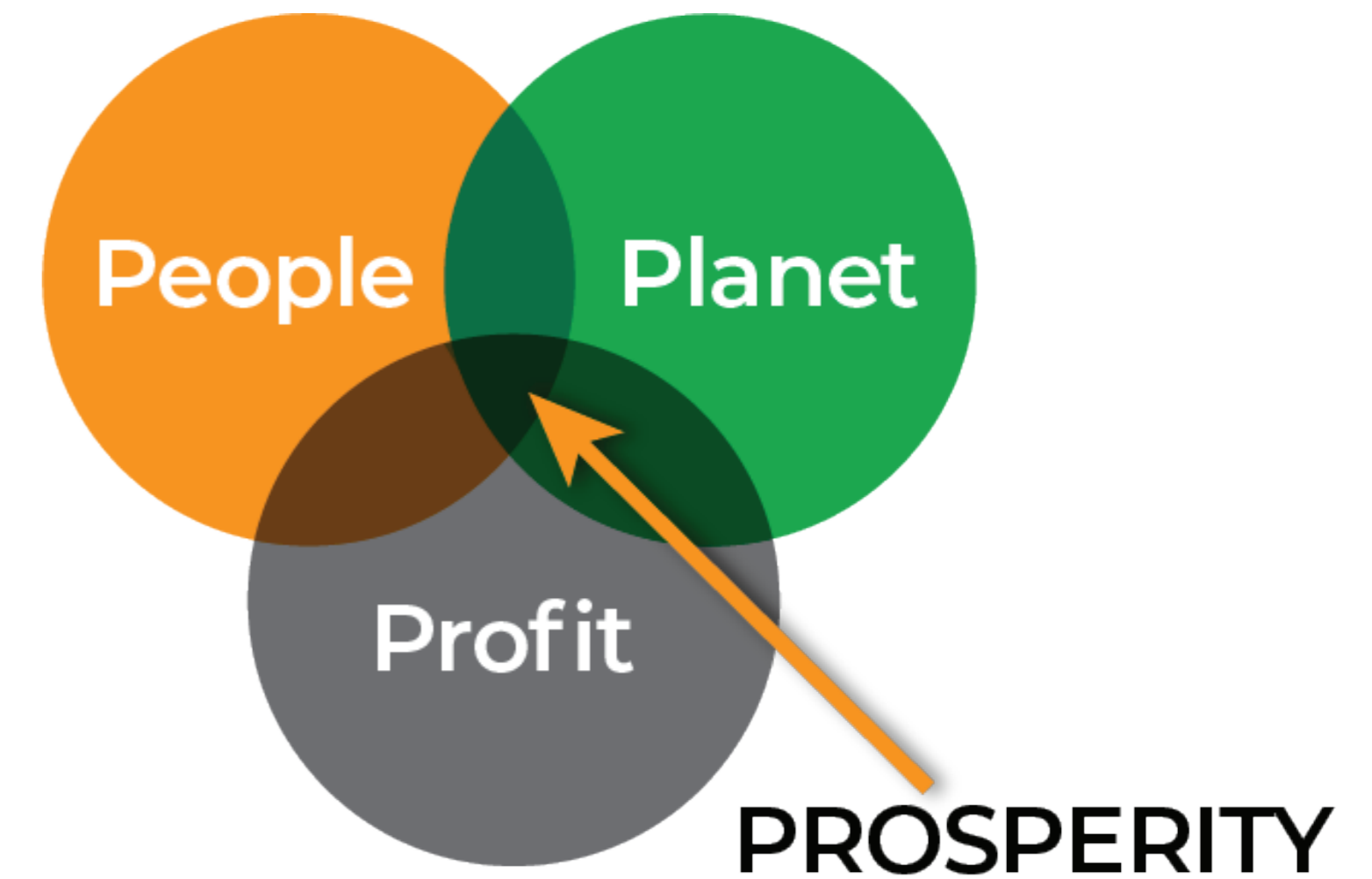


People, Planet, Profit and Prosperity

When Inovateus thinks about long-term goals, financial sustainability is as important as our environmental mission, because without recurring revenue and profitability, there is no business platform to build a brilliant tomorrow. During the last decade of solar development and construction, Inovateus has achieved that stability, allowing the team to allocate stewardship and sustainability resources toward environmental protection, economic opportunities and equality of life.

Another way to think about the concept of holistic sustainability is through a phrase coined by John Elkington: “people, planet and profits,” a “triple bottom line.” Elkington’s idea of the triple bottom line is for businesses and organizations to think more intelligently about the purpose of their existence. Linking equality, environment and economics is another way to think about this holistic approach, so we can think about the 3 E’s or 3 P’s. Having a balance of these values is critical for businesses and humanity to survive. At Inovateus, the same is true. The team is learning every day how to continuously improve and make a stronger positive impact on the planet.

At the intersection of people, planet and profit, you will notice a highlighted area and an arrow pointing toward it labeled “prosperity.” Prosperity can be thought of as a world where business is used as a force for positivity, where everyone (the entire planet) has a chance to thrive. With a balanced mindset of people, planet and profit, Inovateus believes this sustainably minded definition of prosperity can be achieved.





Inovateus Solar's Stewardship Mission

Stewardship and sustainability lay the foundation for positive solutions to make the world a better place and provide opportunities for future generations to thrive. The first letters of Inovateus' core values (passion, engagement, ambition, creativity and esprit de corps) spell the word "PEACE," and those values materialize in our decision-making and work products. We aim to cultivate more sustainable habits in our personal and professional roles. Whether it is the products sold, projects built, buildings powered and operated, partnerships formed or encouraged employee behaviors, Inovateus Solar strives to think and act in a socially and environmentally responsible way.

The Stewardship Mission focuses on 3 key areas:

- 1. MINIMIZE WASTE IN OUR OPERATIONS** (Planet or Environment)
Eliminating the waste that goes to landfills and preserving Earth's precious and finite resources are two major initiatives at Inovateus. For potential waste at job sites, buildings or anywhere else, extra measures go into finding a use for material that would otherwise be transported to a landfill. Resource preservation includes reducing consumption, respecting Earth's resources, recycling, reusing and reinventing waste. Responsible usage and reduced consumption of goods and resources are highly encouraged internally, as well as externally with all partners.
- 2. MAXIMIZE OUR ENVIRONMENTAL CONTRIBUTION** (Profit or Economic)
For Inovateus, being "energy intelligent" means reducing negative carbon footprints (GHG emissions) by conserving energy and using energy wisely. In turn, energy conservation and efficiency produces capital gains through energy savings while having a net positive impact on the environment. Renewable energy, especially solar, is a prime example of energy intelligence.
- 3. PROMOTE SUSTAINABILITY IN OUR COMMUNITIES** (People or Equality)
Creating a culture of safety, health, wellness and innovation for all leads to more vitality for the Inovateus team, as well as the community. It creates a more sustainable ecosystem that contributes to a more positive future and a more brilliant tomorrow! To be a good steward and act sustainably, Inovateus team members believe the foundation starts with an individual's balance of safety, health, wellness and giving back. That balance creates vitality and opportunities for community improvement.



2021 Strategic Objectives Summary

The Inovateus Solar 2021 sustainability objectives were originally developed by the Stewardship team in close coordination with the Leadership team, the board, as well as feedback and inspiration from the entire company. Continued sustainability progress has been made in a number of the sustainability triple bottom line areas that align with the Inovateus stewardship mission and roadmap vision to 2025:

Environmental

- **MOVE TOWARD ZERO WASTE CONSTRUCTION.** The zero waste construction initiative, which was launched in 2019, grew substantially in 2021. By the end of the year, Inovateus reached a three-year total of 180 tons of recycled shipping and packaging materials from all construction sites. We were able to achieve zero construction waste for half of all projects. At the same point, 162 tons were landfilled, so the team has much room to improve on the 53% recycling rate.
- **IMPROVE THE ENVIRONMENTAL BENEFIT OF OUR PROJECTS BY PLANTING POLLINATORS.** Pollinator habitat planting was another important initiative implemented in 2019. So far, the Inovateus team has planted or developed 270 acres of pollinator habitat, with over 90 acres in 2021. The team is working on a case study that should be released by 2023.
- **DEVELOP AN ENVIRONMENTAL MANAGEMENT SYSTEM TO IMPROVE PERFORMANCE TOWARD GOALS AND BUILD CULTURE OF SUSTAINABILITY.** Established an Environmental Policy Statement (EPS), which contributes toward efforts to develop the Environmental Management System (EMS) that aligns with the International Organization for Standardization (ISO) 14001 protocols.
- **CALCULATE CARBON FOOTPRINT.** Signed the Climate Neutral Now Initiative pledge created by the United Nations Framework Convention on Climate Change. The pledge commits Inovateus to achieving net-zero greenhouse gas (GHG) emissions by 2050. Finalization of company carbon footprint calculation and determining carbon mitigation and reduction strategies will take place in 2022. Simultaneously, the team will determine the average CO2 footprint number per megawatts of solar built.



2021 Strategic Objectives Summary - cont.

Economic

- **DEPLOY AS MANY MEGAWATTS AS POSSIBLE.** Inovateus reached a personal record 515 MWdc of total solar energy that has been built or is under development since 2008, and is well on its way to achieving a gigawatt (1,000 MWdc) of solar energy installed or developed by 2025. 515 MWdc of solar is the equivalent of reducing 660,000 tons of CO2 annually, because once installed, solar energy does not emit greenhouse gasses, as opposed to common fossil fuel power plants.
- **DEVELOP GREEN PURCHASE PLAN.** Obtained Green Purchasing Procurement Certification, and continued working on the Green Procurement Plan, which will be finalized in 2022.

Equality

- **PROMOTE SUSTAINABILITY AND EDUCATE.** Thought leadership, education, sustainability and promoting positive change in the solar industry is an Inovateus priority. Since 2019, Inovateus has delivered 61 educational resources (blogs, articles, webinars and podcasts).
- **SUSTAINABILITY CHALLENGE.** Inovateus held our first ever sustainability challenge First-ever team sustainability challenge (gamification) completed, with first-, second- and third-place prizes.
- **ECO FUND.** Inovateus continued our progress on our “Eco-fund” for ecological programs. Costs and reinvestment savings go back to the company or main building. For instance, our Phase 2 company solar project is under consideration. If you want to learn more about this program, contact our sustainability team at stewards@inovateus.com.

1

2021 Recycling =
111.87 Tons
Since 2019 = 180
Tons / 54% of Total

2

515 MWdc
660,000 tons of CO2
reduced annually

2021 Resources = 29
Since 2019 = 61
Resources

4

2021 Acres = 90.11
Since 2019 = 270 Acres

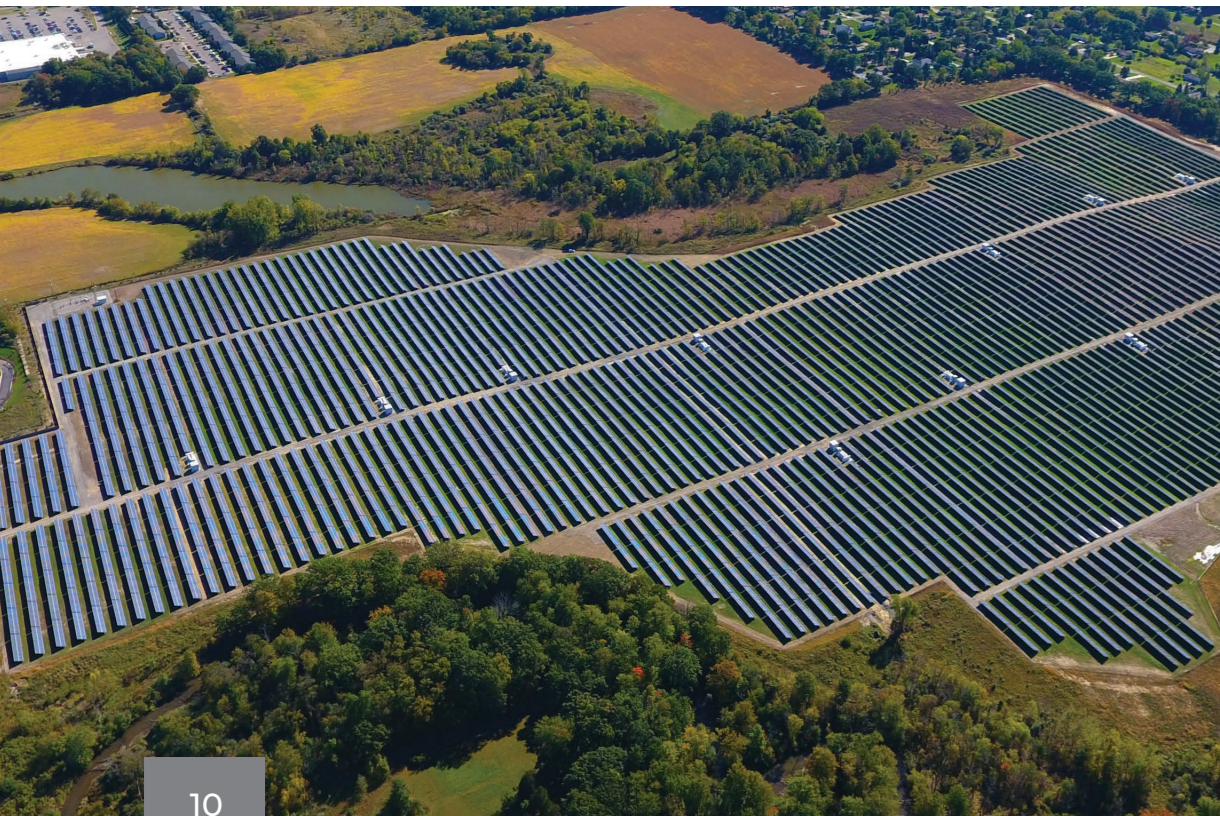
3

4 Key Sustainability Metrics

The Inovateus Solar crew was hard at work in 2021 building and developing a number of projects simultaneously. From company inception to the end of 2021, Inovateus cumulatively installed or developed 515 megawatts (MWdc) of solar energy. The market maintained steady growth as renewable energy demands increased (see page 15). The industry is setting new goals and milestones, trying to get to carbon neutrality or 100% renewable energy.

Here are the metrics of four critical areas of focus and sustainable best practices that align with the Inovateus stewardship roadmap vision to 2025:

- 1. CONSTRUCTION WASTE.** The zero waste construction initiative, which was launched in 2019, grew substantially in 2021, with 111.87 tons being recycled. By the end of the year, Inovateus reached a three-year total of 180 tons diverted from landfills, with a 54% recycling rate of shipping and packaging materials (mostly wood and cardboard) from all construction sites. This waste data is pulled from 21 sites amounting to 83MWdc, where 162 tons were landfilled.
- 2. TOTAL MEGAWATTS OF RENEWABLE ENERGY BUILT/DEVELOPED.** Inovateus reached a milestone of hitting 515 MWdc of solar energy constructed or developed in 2021. The team is well on its way to hitting a gigawatt (1,000 MWdc) of solar energy built or developed by 2025. 515 MWdc is equivalent to reducing 660,000 tons of CO2 (common GHG) annually emitted at a fossil fuel power plant.
- 3. POLLINATOR HABITAT PLANTED OR UNDER DEVELOPMENT.** Pollinator habitat planting was another critical initiative that started in 2019. 90.11 acres were developed in 2021, which brought Inovateus to a total of 270 acres of pollinator habitat planted or under development. Pollinator habitat sequesters additional CO2, creates wildlife habitat, supports pollinating insects, helps with erosion control, improves soil health, reduces needs for mowing and chemical or herbicide treatment, and can actually improve solar array performance.
- 4. SUSTAINABLE EDUCATIONAL RESOURCES DELIVERED.** Thought leadership, education, sustainability and promoting positive change in the solar industry are Inovateus priorities. Since 2019, Inovateus has delivered 61 educational resources (blogs, articles, webinars, white papers, reports and podcasts). In 2021 alone, 29 resources were delivered to the industry.



Newly Launched Environmental Policy Statement

Inovateus Solar was started in 2008 with the mission of creating innovative energy solutions for our clients. Today, with over 515 MW's delivered and 390 years of combined employee solar expertise, Inovateus Solar is the top Midwest solar energy provider to businesses, municipalities, schools and utilities. Inovateus Solar has made a commitment to actively reduce its customers' carbon footprint and landfilled waste.

Our Environmental Management System (EMS) provides a mechanism for environmental management throughout all areas and departments, and step one was to create an environmental policy. The EMS is designed to cover environmental aspects that the company can control and directly manage, as well as those it does not control or directly manage but can be expected to have an influence on. A significant achievement and initiative for Inovateus in 2021 was signing the Climate Neutral Now Initiative pledge created by the United Nations Framework Convention on Climate Change, to commit to achieving net-zero GHG emissions by 2050.

Inovateus Solar is committed to protecting the local and global environment of the earth. To minimize environmental impacts concerning all activities, products and services, we shall:

- Comply with all applicable environmental legislation and sustainability commitments
- Include the consideration of environmental issues in all business strategies and initiatives
- Prevent pollution and reduce consumption of resources through waste management strategies that promote waste minimization reuse, recovery and recycling, as appropriate
- Adopt a procurement program that takes into account the environmental impact of products and services, and supports the purchase of energy-efficient products
- Encourage environmental protection among suppliers and subcontractors
- Pursue a program of continuous improvement (PDCA - Plan, Do, Check, Act) by reviewing our EMS and related objectives and targets, policies and practices
- Develop and maintain environmental management programs with objectives and targets to minimize adverse environmental impacts
- Provide all team members with the knowledge and tools needed to meet the goals of this policy and to actively participate in efforts to prevent negative environmental impacts
- Develop environmental goals and targets relevant to project fulfillment, and taking actions to achieve those goals and targets
- Continually improve the effectiveness and efficiency of environmental management through assessments, performance and cost metrics



Circularity for Solar Revisited

Solar energy is one of the most optimal forms of renewable energy, and it doesn't consume natural resources on a daily basis. Fossil fuels are typically consumed during the manufacturing of solar equipment on the front end, but once deployed at a solar farm or rooftop, the solar panels rely on the sun's natural light energy to create electricity for over 25 years. On average, it takes around two to three years for an installed energy solar panel to offset the emissions from the manufacturing process, according to Cool Effect, Inc. Once the equipment reaches its end-life, it can be fully recycled and repurposed back into the industry, or downstream to other industries. Sounds like a pretty circular system, right, like a circular economy? For Inovateus Solar, circularity is becoming critical to the business.

Defining Circularity

The concept of a "circular economy" is one that has been gaining momentum among sustainable-minded manufacturers and businesses, and humanity in general. The circular economy framework was created and popularized by the Ellen MacArthur Foundation, which was likely inspired by William McDonough and Michael Braungart's Cradle to Cradle concept and book that was published in 2002. The idea behind the circular concept is to minimize systematic leakage and negative externalities like physical waste and toxic emissions. The question that remains: Is the solar industry achieving true circularity and maximizing its sustainability potential? Let's dive deeper.

“ The idea behind the circular concept is to minimize systematic leakage and negative externalities like physical waste and toxic emissions. The question that remains: Is the solar industry achieving true circularity and maximizing its sustainability potential? ”



Most industries that are rapidly scaling, like solar, have inefficient packaging systems that generate excess waste. In 2018, the EPA reported a total of 82.2 million tons of containers and packaging waste, which was about 28% of all municipal solid waste reported. Of that total generation, 54% (44.3 million tons) were recycled, which sounds reasonable or sufficient. However, when you look at the trends, the amount of waste annually going to landfills is staggering, and recycling is improving only slightly year-over-year. Breaking down that 82 million by material type, plastics made up 14.5 million tons, while wood made up 11.5 million. Of that plastic and wood generation, only 5 million tons were recycled.

In 2021, the solar market experienced another record growth year and delivered over 23 GWdc (gigawatts) of solar electricity. At roughly 30 solar panels (400 watts each on average) per pallet, that would equate to 1.9+ million pallets.

The Problems with Recycling Pallets and Other Waste

Most of the industry (solar panel manufacturers) uses plywood and wood pallets that are typically difficult to reuse. At roughly 40 pounds for each pallet, that would equal around 76 million pounds of potential landfill waste in 2021. Cardboard makes up another 40 pounds per pallet (76 million additional pounds), but cardboard is somewhat easier to recycle, as the national cardboard and paper recycling infrastructures are larger and more efficient. Lastly, plastic waste (in the form of stretch wrap LDPE, banding PET, or PP) makes up around 3 pounds of additional waste per pallet. Based on 2021 numbers, that is an additional 5.7 million pounds of potential landfill waste. In all, that was over 157 million tons of potential waste in 2021.





Sustainable and Circular Solutions

Fortunately, there are solutions that can help fix the packaging dilemma, and ones that Inovateus Solar supports. Reusable packaging is one powerful solution that can greatly reduce landfill waste, and most of the associated negative externalities. Companies like PVpallet are pioneering solutions for circularity and reusable packaging. PVpallet, Inc. is currently the only reusable packaging or pallet company focused on the solar industry and its packaging issues. Inovateus Solar is currently testing the pallets to consider using on all projects moving forward, which would reduce site waste.

Inovateus typically deals with a 2-5% module breakage rate during shipping and construction. Using a solution like PVpallet could help reduce all that waste.

- **ECO-FEEDSTOCK.** PVpallets are made of recycled HDPE plastic (over 1,000 milk jugs per pallet)
- **REUSABILITY.** An estimated 20-30+ times reusable before end of serviceable life
- **CIRCULAR.** These pallets are 100% recyclable at end of life, reground back into manufacturing
- **WAREHOUSING.** Can stack up to 4 high, improving warehouse efficiency
- **SHIPPING.** Collapsible with a 5:1 return ratio, improving shipping and logistical efficiencies

Companies like PVpallet can help close the reusability and recycling loop, and thrust the solar industry toward a truer circular economy. The industry is already very sustainable, being a renewable energy source, but reusable packaging will add to the sustainability story.

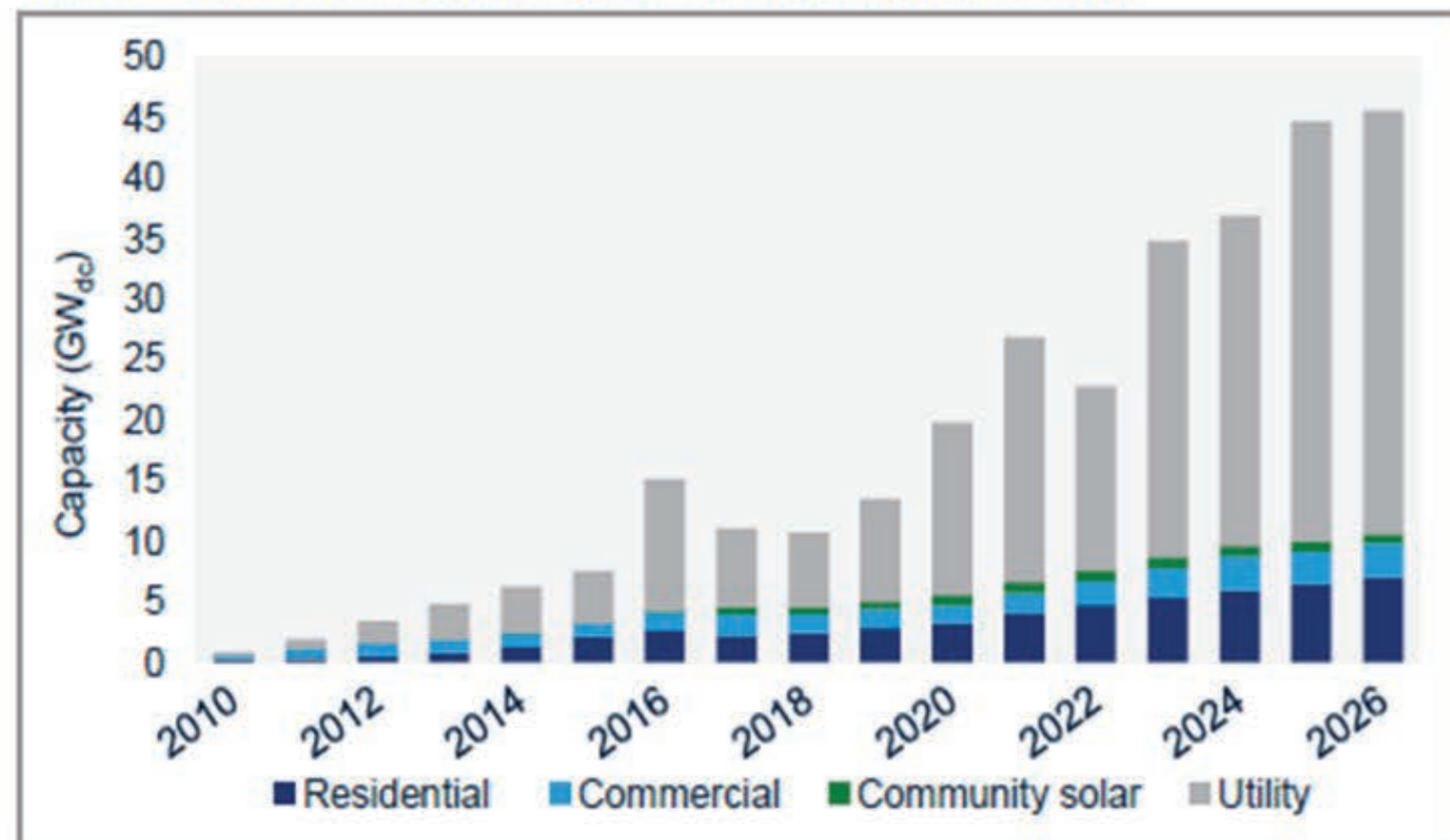
Cascade Eco Minerals is one of many newer organizations collecting damaged or end-of-life solar equipment, specifically solar panels. It first deconstructs them in order to separate and accumulate the material streams that are valuable or hazardous. Those materials can then be sold or distributed to be reused, reprocessed or reinvented into something new. Companies like Cascade will environmentally discard materials that are hazardous or unable to be repurposed. In 2021, the 510 broken modules from all Inovateus Solar construction sites were either repurposed or shipped to be recycled with Cascade Eco Minerals, at a cost. As part of the Inovateus Environmental Policy Statement, Inovateus will not send any solar panels to be landfilled. The solar panel recycling effort diverted 25,500 pounds, or 12.75 tons, from being landfilled. Inovateus is working diligently to reduce the 2-5% breakage rate.

US PV installation historical data and forecast, 2010-2026



ITC extension forecasts

US PV installation historical data and forecast, 2010-2026



2021 Solar Energy Market Update

According to the Solar Energy Industries Association (SEIA), over 23 gigawatts (GWdc) of solar PV capacity was installed in 2021, taking the U.S. total installed capacity to 121.4GWdc. That is enough energy to power 23.3 million American homes. Utility installations made up 14 GW, becoming the largest year ever for utility-scale solar. Projections for 2022 aren't as strong, and in fact, a 25% decrease in PV installations will likely occur from high costs, supply chain challenges and labor shortages. However, projections beyond 2022 look very strong for solar, especially if the federal investment tax credit (ITC) gets extended again. Either way, solar continues to be one of the top-growing industries in the nation, employing over 231,000 people.





Sustainable Solar Development: 6 Best Practices

Inovateus is committed to being a leader in sustainable solar development. But what does “sustainable development” mean? Traditional definitions for environmental, social and governance do not align well with the solar industry, which touches construction, product procurement, waste, land preservation, and other factors.

With that in mind, the Inovateus Stewardship team has developed their own six best practices for sustainable solar development.

1. DESIGN & ENGINEERING: Optimal System Design And Performance

Step 1 Goal: Produce more power per square foot, leading to maximum efficiency. Pick the most suitable land or buildings to minimize footprint.

2. PROCUREMENT, LOGISTICS AND ADMINISTRATION: Sustainable Supply Chain, Green Procurement, Smart Logistics And Processes

Step 2 Goal: Source equipment responsibly and as eco-friendly as possible. Push thought boundaries to create more efficient processes to reduce project footprint.

3. CONSTRUCTION: Zero Waste Initiative, Safety and Quality

Step 3 Goal: Send less waste to landfills and maximize material reuse and recycling. Improve construction quality and safety.

4. VEGETATION MANAGEMENT: Planting Friendly Pollinators, and Limited Soil or Tree Removal

Step 4 Goal: Plant more eco-friendly habitats and vegetation buffers supporting bees and butterflies, wildlife and all of nature.

5. PROJECT MAINTENANCE (O&M) AND END-OF-LIFE PLANNING: End-of-Life Cycle Planning and Sustainable Decommissioning

Step 5 Goal: Perform eco-friendly procedures for the handling of solar equipment that gets damaged or that has reached its end-life.

6. PROJECT VITALITY: Community Engagement and Education

Step 6 Goal: Share the knowledge with all, and build community well-being.



Inovateus Solar's 2022 Objectives

The Inovateus Solar 2022 objectives were developed by the Stewardship team and in coordination and alignment with the board, leadership team and the company at-large. These nine objectives directly align with and positively impact the company's three major sustainable business goals, which are to be achieved by 2025.

1. **CONTINUE** carbon footprint inventory (GHG analysis) and mitigation strategies for company operations, as well as a per project or per megawatt developed eco-footprint.
2. **FURTHER** enhance and adhere to EMS and ISO 14001 systems and processes internally, and work with partners who are also aligned or inspired by EMS and ISO 14001.
3. **REFINE** the EPS, and incorporate it into all self-developed solar and storage projects.
4. **DEVELOP** smarter strategies for solar project land use as part of our EPS framework.
5. **FOR** more sustainable waste management, reach 100% of all construction sites practicing the zero waste construction initiative.
6. **REACH** 75% of solar project acres (especially self-developed) planted with pollinator habitat, or with more optimal pollinator value plants and grasses.
7. **ENHANCE** and embed the Inovateus six best practices for sustainable solar development across the organization, as well as with industry partners and customers.
8. **DELIVER** a minimum of 15 sustainability educational resources to the solar and storage industry (educational examples: blogs, webinars, podcasts, white papers).
9. **FINALIZE** and release Green Procurement Plan, which will enhance more eco-friendly material purchasing and shipping logistics.



Vision to 2025

The vision for Inovateus is to be a leader in stewardship and sustainable practices, and to make a strong and lasting positive impact on the planet. Inovateus believes the climate is indeed changing, and that humans are at times negatively impacting the planet through various poor environmental practices. The good news is that there are great industries, like solar, that can reduce negative impacts, like CO2 emissions.

Inovateus will continue to follow the newly formed sustainability plan, and will strive to achieve three major goals by 2025:

1. BUILD one gigawatt total (or 485 + more MW developed) of solar-plus energy storage delivered to the energy market by 2025

2021 status: 515 MW built or currently under development

2. ACHIEVE carbon neutral operations by 2025, with a net positive impact on the planet

Status: Finalizing CO2 footprint for operations and per project, or per megawatt, and strategizing mitigation options

3. NURTURE a renewable energy industry thought leader and educator, and grow stewardship and sustainable practices across the U.S.

Status: A minimum of 10 sustainability educational resources deployed per year, and 61 the last three years.



Alignment With United Nations and Sustainable Development

The Inovateus stewardship vision aligns with many of the 17 Sustainable Development Goals (particularly goals 7, 8, 9, 11, 12, 13), that were established by the United Nations in 2015, during the 2030 Agenda for Sustainable Development. These goals provide a blueprint of peace and prosperity for the planet. In 2021, Inovateus also signed the Climate Neutral Now Initiative pledge created by the United Nations Framework Convention on Climate Change. The pledge commits Inovateus to achieving net-zero GHG emissions by 2050. Inovateus is already implementing plans to be carbon neutral by 2025, well ahead of 2050.



CLIMATE NEUTRAL NOW



Philanthropy, Vitality and Culture

Inovateus has supported and continues to invest in many local and national nonprofit organizations that are helping those in need and making lasting impacts on the world around us. Some of those organizations for charitable giving include Big Brothers Big Sisters, Hoosier Environmental Council and the American Cancer Society. Philanthropic giving is centered around environmental concerns, social causes and disaster relief. Beyond playing in the normal charity golf outings, Inovateus employees volunteered at many different organizations, totaling over 275 hours of dedicated service.

Every six months, Inovateus announces a PEACE award winner, voted on by employees, celebrating the person who most exemplifies the company's core values. The winner gets to choose a local business and charity to donate a total of \$1,250. It is a fun tradition that helps build camaraderie and positive work culture. Team outings are also a core tradition hosted by the Inovateus Culture team, rallying people together to have fun with one another and to get away from the daily grind. Also, in years past, Inovateus Solar was voted as Best Places to Work in Indiana, through the Indiana Chamber.





The Birth Story Remembered

The sustainability roots of Inovateus Solar began in 2006 through the vision and passion of key founders Tom Kanczuzewski, George Howard, Ph.D. and T.J. Kanczuzewski. The late Tom Kanczuzewski was an entrepreneur who wanted to build a socially responsible company that could help supply the forthcoming demand for renewable energy in the United States. George Howard, a world-renowned psychologist, author and professor emeritus at the University of Notre Dame, was determined to educate the marketplace and positively impact the thinking behind energy consumption.

Among his efforts for renewable energy, George wrote “Stan Ovshinsky and the Hydrogen Economy: Creating a Better World,” a biography about a renewable energy pioneer who dedicated his life to delivering sustainable technology. T.J. Kanczuzewski, a young business mind, was determined to construct a business plan that combined the research, success and vision of Tom and George. This plan included the R&D efforts led by Nathan Vogel at Inovateus Development, a green construction and real estate startup led by Tom Kanczuzewski. At that time, Nathan compiled a sustainable energy matrix that would eventually lead the group to solar energy, which could be adapted within the current electrical infrastructure in the U.S.

In October 2008, Inovateus Solar was founded with the mission to provide solar electricity for its clients while joining the ranks of the energy revolution. George, T.J. and Nathan all remain active with the company today. Building a Brilliant Tomorrow is the purpose that fueled the formation of Inovateus Solar and now propels its efforts into the future. To Inovateus, “brilliant” means a bright, smart and cleaner world powered by renewable and more sustainable energy.

BUILDING A BRILLIANT TOMORROW SINCE 2008



The Path Forward

Inovateus believes growing a positive work culture happens incrementally over time, and with great patience. A strong commitment to good stewardship and sustainability lays the foundation, and a unified team working toward a common goal creates a roadmap for a sustainable future. A winning culture is one where everyone is happy and able to grow, and it plays a vital role in making their company and their world better.

Teamwork is always the name of the game at Inovateus. The definition of team = Together Everyone Achieves More. Add some determination, grit and continuous learning, and anything is possible. The Stewardship team is satisfied with the improvements made over the last three years of boosting and strengthening the sustainability platform, including critical metrics tracking and accounting.

2021 was actually the biggest year yet in terms of improvements made and growing sustainability best practices. But to cap off the year, the new partnership and investment from Galway Sustainable Capital made it dramatically more special. The Inovateus team is excited to progress forward with Galway, stronger than ever before and to take on its biggest challenges yet. The future is bright, and now is the time to make a positive and long-lasting impact on the planet. **#ForeverForthePlanet!**

